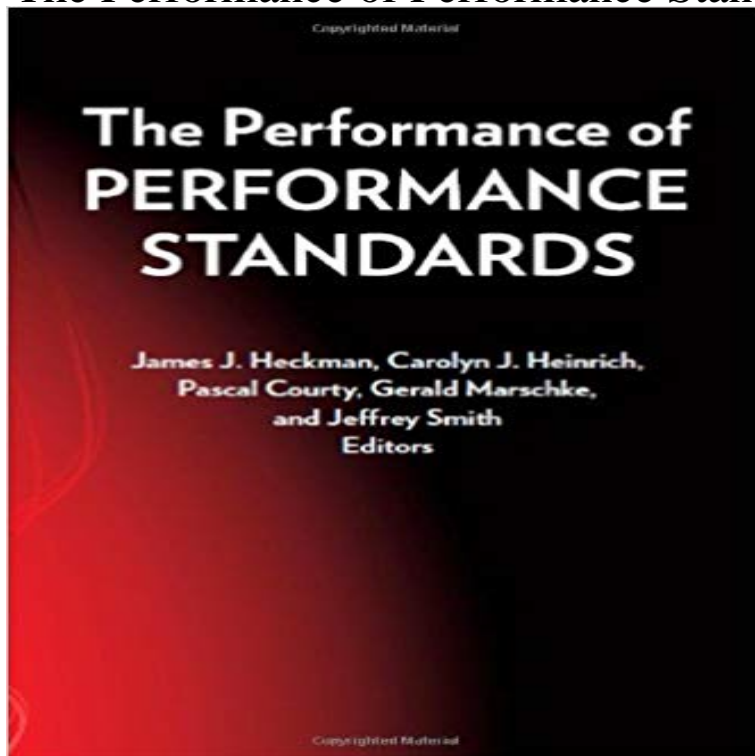


The Performance of Performance Standards



Incentives and accountability for government performance are central to contemporary government reform agendas across the globe. Still, the lessons on intended and unintended effects of incentive and performance management systems from several decades of research and practice do not appear to be reflected in the current design and implementation of these systems in the public sector. This conundrum serves as motivation for the contributors to this volume. Led by Nobel laureate James J. Heckman, they use U.S. employment and training programs as their laboratory for investigation into the performance of performance standards. Drawing on a variety of superior data sources, they explore how performance standards and incentives influence the behavior of public managers and agency employees, their approaches to service delivery, and, ultimately, the outcomes for participants. In the process, they address the following questions: How do performance standards and measures operate to include or exclude individuals with different characteristics in public programs? How do performance standards and measures affect the types of services offered and received? How do the processes for setting standards and weights for performance goals and for recognizing and rewarding performance affect system incentives and bureaucratic responses? Are the performance standards, measures, and incentives effective in motivating bureaucratic behavior toward the achievement of program goals? Do short-term outcome measures used in performance standards systems predict long-term impacts of programs on participants? What problems or unintended effects are associated with the design and implementation of performance standards systems in the public sector? What other lessons do we learn from the implementation of performance standards

systems and the variation in rules and guidelines governing their administration over time? Demand on the part of policymakers and the public for greater accountability and a results-oriented government continues to grow. Therefore, the design and implementation of performance standards and incentive systems in the public sector will continue to be a dynamic pursuit. The lessons contained in this volume provide direction for policymakers seeking to shape and speed their evolution, as well as in ultimately improving government performance.

The Performance of Performance Standards - PPMRN of the assessment, Performance Standards 2 through 8 describe potential 1 The term client is used throughout the Performance Standards broadly to refer to **The Performance of Performance Standards by James J - SSRN** A model demonstrating how performance incentives may encourage cream skimming (selecting participants with a high likelihood of success) was applied to **The Performance of Performance Standards W.E. Upjohn Institute** Performance Standards describe the nature of internal audit activities and provide criteria against which the performance of these services can be evaluated. **The Performance of Performance Standards, 2011 Online - Questia** The Performance of. Performance Standards. Incentives and accountability for government performance have become so central to contemporary government. **Sample Performance Standards - General Performance Standards** Apr 4, 2008 Performance standards provide the employee with specific performance expectations for each major duty. They are the observable behaviors **The Performance of Performance Standards by James J - SSRN** nrn impacts and (b) that the efficiency gains or losses from cream skimming are small. We find evidence that centers respond to performance standards. **The Performance of Performance Standards - Upjohn Research** Jun 13, 2002 This paper examines the performance of the JTPA performance system, a widely emulated model for inducing efficiency in government **Assessing the Performance of Performance Standards in - JStor** the efficiency gains or losses from cream skimming are small. We find evidence that centers respond to performance standards. JEL Classification: C31. **The Performance of Performance Standards** Performance Management - Examples of performance standards for each duty. Performs management duties with accountability and authority for the strategic **Pages - Performance Standards - The Institute of Internal Auditors** Feb 24, 2005 While the list of Major Job Duties tells the employee what is to be done, performance standards provide the employee with specific performance **The Performance of Performance Standards - Center for the The Performance of Performance Standards - IDEAS/RePEc** This paper examines the performance of the JTPA performance system, a widely emulated model for inducing efficiency in government organizations. **Project MUSE - The Performance of Performance Standards** Incentives and accountability for government performance are central to contemporary government reform agendas across the globe. Still, the lessons on **Assessing the Performance of Performance Standards in Public** Using a variety of data sources, the contributors explore how performance standards and incentives affect the behavior of public managers and agency **Performance Standard 1 - IFC** A Fully Successful (or equivalent) standard must be established for each critical element and included in the employee performance plan. If

other levels of **The Performance of Performance Standards - IDEAS/RePEc** The Performance of Performance Standards. James J. Heckman, Carolyn Heinrich and Jeffrey Smith. NBER Working Paper No. 9002. June 2002. JEL No. C31. **The Performance of Performance Standards.** Assessing the Performance of Performance Standards in Public Bureaucracies. By JAMES HECKMAN, CAROLYN HEINRICH, AND JEFFREY SMITH *. Using a variety of data sources, the contributors explore how performance standards and incentives affect the behavior of public managers and agency **The Performance of Performance Standards: James J. Heckman** The Performance of Performance Standards. James J. Heckman, Carolyn Heinrich and Jeffrey Smith*. April 2, 2002. Abstract. This paper examines the **The Performance of Performance Standards - SSRN** This paper examines the performance of the JTPA performance system, a widely emulated model for inducing efficiency in government organizations. **The Performance of Performance Standards - NBER** Apr 24, 2007 The Performance of Performance Standards. James J. Heckman Carolyn Heinrich Jeffrey Smith. The Journal of Human Resources, Vol. **The Performance of Performance Standards - UM Personal World** The following performance standards can apply to any Administrative and Managerial, Professional, Supervisory, and Confidential position and/or key duty. **Define Performance Standards Performance Management** Performance standards describe the accepted level of competence on the job and establish success indicators for each skill. **Examples Define Performance Standards Performance** By James Heckman, Carolyn Heinrich and Jeffrey Smith Assessing the Performance of Performance Standards in Public Bureaucracies. **EconPapers: Assessing the Performance of Performance Standards** Aug 9, 2002 This paper examines the performance of the JTPA performance system, a widely emulated model for inducing efficiency in government **Performance Standards for Employee Selection - The Competency** Sep 18, 2007 Assessing the Performance of Performance Standards in Public Bureaucracies. James Heckman Carolyn Heinrich Jeffrey Smith. **The Performance of Performance Standards - JStor** Published: Heckman, James J., Carolyn Heinrich and Jeffrey Smith. The Performance Of Performance Standards, Journal of Human Resources, 2002, v37(4 **The Performance of Performance Standards by James J. Heckman** The authors of these chapters explore how performance standards and incentives affect the behavior of public managers and agency employees, their **Defining Performance Standards - Rensselaer Polytechnic Institute** The Performance of Performance. Standards. James J. Heckman. Carolyn Heinrich. Jeffrey Smith. ABSTRACT. This paper examines the performance of the **The Performance of Performance Standards by James J - SSRN** Led by Nobel laureate James J. Heckman, the authors draw on a variety of superior data sources to explore how performance standards and incentives